

H. B. FRISSELL,
Principal.

MISS J. E. RICHARDS,
In Charge of Indian Dep't.

F. C. BRIGGS,
Business Manager

Memoranda for those having in charge Indian Students from Hampton Institute, Va.

Hampton, Va., June, 1894.

Persons to whom Indians are sent from this school for a few months, to learn farming and new ways of life, stand, for the time being, in the relation of guardians; the school, however, continuing to be responsible to the Government for them.

Indians have a keen sense of justice, and need firm, fair treatment; hot or hasty words do only harm; tact is indispensable in dealing with them. They know when they are making progress, yet many are fickle, and like to change, and are prone to wander about.

Indians are not to change places without special permission; but in case one does do so, his employer is requested at once to advise the party receiving him that the Indian cannot be received or employed simply on his own request or statement. Such a course would tend to break up discipline.

The Hampton Institute will be responsible for expenses properly incurred in bringing back any Indian who may be unlawfully harbored without authority from an officer of the school or of its local agent.

An Indian should not be permitted to remain away from his home over night, or be received at any house without permission from his employer on the one hand, and a cordial invitation on

the other. If it is to visit out of town the invitation should be a written one and shown to the employer, and permission given only when satisfactory in all respects.

Exact bargains in regard to wages cannot always be made, especially at the beginning of the season; payment is left to the judgment of the employer, who is expected to be fair and honorable in the matter. Some Indians, who are barely worth their board the first few weeks, are much more valuable later, and should be paid accordingly.

We do not wish to place Indians out for the mere profit of the employer, or simply to make money for themselves, but hope to find farmers who will take them at no loss, and in a helpful, missionary spirit, try to improve them in various forms of labor, in speaking English and in improving their characters. Such improvement is more important than wages.

Milking and the care of stock are especially desirable.

As a rule, it seems best that they should receive a small proportion of their earnings weekly in cash (this being paid them regularly without asking for it) to teach them the use and value of money, but that the larger part shall be held in trust to be used, on consul-

tation with the office at Hampton, for the benefit of the boys. This is to prevent unwise use of money.

Only in exceptional cases, and after consultation with the office at Hampton, should they be allowed to spend over two dollars a month.

Persons employing Indians should advise the School of any special arrangement in regard to financial matters, and encourage the Indians to do the same. And while it will reserve the guardian's privilege of readjusting them when, for special reasons it may be desirable, will also most heartily second plans that will secure to the Indians the most good from their earnings.

It has been the custom in some localities to give the Indian a half holiday on Saturdays.

While in some cases it may be desirable to continue this custom, it may be better in many others to discontinue it or give a few hours during the day time on any convenient day during the week, especially where, as it is often the case, Saturday is a day of special temptation.

These boys are, as a rule, more accustomed to work and their labor of more value to themselves and their employer than in the years when this plan was adopted.

There should, however, be a fair and square mutual understanding in regard to it at the beginning.

They should be expected in all cases to return in season to aid in milking and chores.

Loafing around the town is no better for the Indian than it is for his white brother, and is not to be allowed.

They should be positively required to be at home at seasonable hours on every evening.

The use of intoxicating liquors is strictly forbidden. It is an indictable

offence under the United States Laws to furnish it to Indians.

The use of tobacco in any form is to be discouraged.

Any special case of bad conduct should be reported to me at once.

On Sundays the Indians are expected to attend church and Sunday School, and observe the day as the best citizens do.

It is desirable that each employer should at once have a clear understanding with the Indian in regard to all these points, and a review of them a few days afterwards to prevent misunderstandings, which are liable to occur from imperfect knowledge of English.

Each Indian leaves school with a good outfit of clothing, but can apply during the summer to Mr. F. C. Briggs, Business Manager at the School, for necessary articles. The application should be, however, approved by the employer.

All employers are asked to keep and send to the undersigned a complete account of all money paid, or clothing given, during the summer, when the Indian returns to Hampton; also a statement regarding his work and conduct.

A personal interest in and care for these children from the West by the farmer and others, with fair treatment and good discipline, will be a valuable service to the Indian cause in this country.

H. B. FRISSELL,
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